Influence of Marital Status on Emotional Intelligence of Employees in DCBL

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Abstract - **Employees in the present day in developing nations are provided with organizational training, which also helps employees active in their profession. Emotional Intelligence (EI) should help employees along with organizational learning, will emotionally or mentally charge their performance. It helps in understanding, perceiving, managing and expressing emotions among employees and customers in the organizations. EI also helps employees to be aware on complex situations, assess perfectly and act according to the situations. The present study explains about how the marital status of employees influence in the study area. 406 employees of Dalmia Cements Bharat Limited were the respondents. Descriptive research method was used in this study. Percentage analysis, t-test and cluster distribution were used to study on marital status of employees and its influence on EI in the study area. The major research finding shows that, there are no significant difference between the marital status of the respondents and their EI in the workplace. Cluster distribution shows that, maximum number of married respondents shows emotional intelligent in workplace than unmarried respondents.**

Keywords: Emotional Intelligence, Self-Motivation, Self-Management, Decision Making, Influence of Marital Status.

I. BACKGROUND OF THE STUDY

Emotional Intelligence (EI) is a smarter way to boost employees' performance at workplace. It is one of the foundations to develop an organization's development in leadership and other strategies. It also develops best way of unique psychological condition to motivate the employees, loyal and guidance on business values. Organizations should consider their employees' emotional need to be satisfied through their unique approach of developing EI in organizations. According to Cherniss and Goleman D, (2001), there is an urgent need in integrating employees' individual behavior, managing antagonistic urges or conflicts among colleagues and developing an organization's readiness to compete in corporate world. By developing EI among employees to achieve its goals with the help of emotional regulation of their own and handling others' in workplace. Development of this situation will educate the employees with cognitive ability, performance improvement and conflict management at workplace.

II. LITERATURE REVIEW

Abhilasha S. Upadhyaya, (2017), concluded that, self-management among employees will helps to comprehends one employee's own emotions, manage unwanted wavering mood while working and tackle conflict among group. EI helps employees in emotional self-description by regulating their emotional queues, properly prioritize them, building clarity in their state of mind in their performance.

Indian Labour Journal, (2017), explained that, decision making among employees strengthening their relationship in organization. It is a process of making the employees involving in making group or individual decisions which ensure their organizational responsibility and active participation in providing valuable decisions. It will develop their problem solving skills and increase their organizational contribution forever.

According to Shrutika Verma, (2017), found that interpersonal relationship among the employees will build the ability of capturing knowledge, self-realization, emotional control and situational understanding. It will also improvise their family environment much better than other which reflects in organization too. Interpersonal relationship in employees has a strong influence of collective decision making, organizational culture, team performance, cover-up any given work in a stipulated time, overcoming uncertainties and organizational knowledge sharing.

Perumal R, and Pradeeba M, (2015), studied about 208 employees working in an electrical company located in Coimbatore district, Tamil Nadu. They used the personal

profile of employees like marital status, experience, education and job category of employees to find their EI level. Among the predictors of EI, marital status and job category of the employees helps in increasing their performance, product productivity, supply chain organization, risk management, better customer services and interpersonal communication in organization.

Balaji, R, (2014), observed through his study that stress management will help and employee to find out the root of stress or tension at workplace and ways to manage the stress in workplace and to avoid the same in their family. According to Health and Safety Executive framework (HSE) it is essential to focus on stress at workplace, because employees are very important intangible assets of all time in an organization. EI training along with Employment Assistance Programmes (EAP) will provide many remedial measures for the employees to manage organizational stress. Management also throws light on their employee's stress level and prohibits the cause of stress in all ways to make them active in workplace, in turn a happy workplace.

Janis Maria Antony, (2013), found that there is a positive relationship among EI of employees and organizational commitment. The research was about analyzing top management executive in Cochin, Kerala. 115 respondents were tested to find their EI. Self-motivation in employees increase organizational productivity with the help of frequent opportunities and challenges they acquired in their respective fields. It helps them to explore their business opportunities across the country and rising in global market. EI training and organizational learning will helps the executive to be aware of dynamic global changes in the business world.

Deepak D Rangreji, (2010), described that, self-awareness among employees are very essential while recruiting new employees and providing training for existing employees. It helps an individual in an organization to analyze their coworker in his or her first meet; it helps in developing workplace performance, interpersonal relationship and integrity among organization. EI also facilitating positive emotions and providing potential productivity which results in individual performance. Hence, self-awareness helps in work life balance, better communication and business innovations.

III. PROBLEM AND OBJECTIVES

- To find out the population of marital status of the respondents

- To find out the differences between marital status and their emotional intelligence on various dimension like Self-awareness, self-management, self-motivation, interpersonal relationship, decision making and stress management

For the present study, it is essential to find out how marital status of the respondents influences EI of the employees in the study area.

IV. RESEARCH METHODOLOGY

Research methodology used in the present study is descriptive method, which helps in generating the theory by assessing the respondent's response in DCBL (Dalmia Cement Bharat Limited) located in Tiruchirappalli, Tamil Nadu India. The sample universe is employees of DCBL. 406 employees of DCBL including engineers, coordinators, supervisors and top management executives like managers, superintend and assistant managers are the respondents of the study by adopting appropriate sampling techniques. In the present study the researchers used structured questionnaire with 6 dimensions of emotional Intelligence by referring Daniel Goleman's and Reuvan Baron's EI test and the questionnaire was pre-tested among few employees of DCBL successfully for its reliability and validity. 5-point Likert's scale is used to rank the respondent's answers. Statistical Package for the Social Science (SPSS) is used to test the percentage analysis, differences (t-test) and segments of EI (cluster distribution) in the present study.

V. GENERAL FINDINGS

Table-1 Percentage Analysis of Marital Status of the Respondents in the Study Area

Variable		Frequency	Percentage
Marital Status	Married	312	76.85
	Unmarried	94	23.15
Total (N)		**N=406**	**100%**

Table-1, shows that 76.85% (N=312) of the respondents in the study area are married and only 23.15% (N=94) of the respondents are unmarried. In general married respondents' shows more responsibilities in and outside the workplace. It is assumed that they may have emotional stability than unmarried respondents.

VI. HYPOTHESES TESTING AND RESEARCH FINDINGS

Hypothesis-1

There is no significant difference between the marital status of the respondents and their self-awareness in the study area

Table-2 Group Statistics between marital status and self-awareness of the respondents

Dimension of Emotional Intelligence		N	Mean	Std. Deviation	Std. Error Mean
Self-Awareness	Married	**312**	4.1236	.34273	.01940
	Unmarried	**94**	**4.1690**	**.36352**	**.03749**

Table-2.a T-test showing the Differences between the marital status of the respondents and their self-awareness

Dimension of Emotional Intelligence		Levene's Test for Equality of Variances		t-test for Equality of Means		
		F	**Sig.**	**t**	**df**	**Sig. (2-tailed)**
Self-Awareness	Equal variances assumed	**0.308**	**0.579**	**-1.111**	**404**	**0.267**
	Equal variances not assumed			-1.077	146.344	.283

Table-2 and 2.a shows the mean score value M=4.1690 and SD ± 0.36352 and further shows that unmarried respondents in the study area strongly responds to self-awareness of EI when compared to the least mean score value M=4.1236 and SD ± 0.34273 of married respondents. F value of combined group is 0.308 with a calculated probability of 0.579 and t- value of the same is -1.111 with a calculated probability is 0.267>0.05.It shows there is no such differences between marital status and self-awareness of the respondents. Hence 'hypothesis-1 is accepted' and concluded that there is no significant difference between the marital status of the respondents and their self-awareness in the study area

Hypothesis-2

There is no significant difference between the marital status of the respondents and their self-management in the study area

Table-3 T-test showing the Differences between the marital status of the respondents and their self-management

Dimension of Emotional Intelligence		Levene's Test for Equality of Variances		t-test for Equality of Means		
		F	**Sig.**	**t**	**df**	**Sig. (2-tailed)**
Self-Management	Equal variances assumed	**2.911**	**.089**	**-1.741**	**404**	**.082**
	Equal variances not assumed			-1.832	166.488	.069

Table-3.a Group Statistics between marital status and self-management of the respondents

Dimension of Emotional Intelligence		N	Mean	Std. Deviation	Std. Error Mean
Self-Management	Married	312	4.1318	.30925	.01751
	Unmarried	94	4.1939	.28125	.02901

Table-3 and 3.a shows the mean score value M=4.1939 and SD ± 0.281255 and further shows that unmarried respondents in the study area strongly responds to self-management of EI when compared to the least mean score value M=4.1318 and SD ± 0.30925of married respondents. F value of combined group is 0.391 with a calculated probability of 2.911and t value of the same is -1.741 with a calculated probability is 0.082 >0.05.It shows there is no such differences between marital status and self-management of the respondents. Hence, hypothesis-2 is 'accepted' and concluded that there is no significant difference between the marital status of the respondents and their self-management in the study area.

Hypothesis-3

There is no significant difference between the marital status of the respondents and their self-motivation in the study area

Table-4 T-test showing the Differences between the marital status of the respondents and their self-motivation

Dimension of Emotional Intelligence		Levene's Test for Equality of Variances		t-test for Equality of Means		
		F	Sig.	t	df	Sig. (2-tailed)
Self-Motivation	Equal variances assumed	**0.391**	**.532**	**.205**	**404**	**.838**
	Equal variances not assumed			.210	159.565	.834

Table-4.a Group Statistics between marital status and self-motivation of the respondents

Dimension of Emotional Intelligence		N	Mean	Std. Deviation	Std. Error Mean
Self-Motivation	Married	312	4.2384	0.3492	.01977
	Unmarried	94	4.2301	0.3331	.03436

Table-4 and 4.a shows the mean score value M=4.2384 and SD ± 0.3492. The table further shows that married respondents in the study area strongly responds to self-motivation of EI when compared to the least mean score value M=4.2301 and SD ± 0.3331 of unmarried respondents. F value of combined group is 0.391 with a calculated probability of 0.532 and t value of the same is 0.205 with a calculated probability is 0.838 >0.05.It shows there is no such differences between marital status and self-motivation of the respondents. Hence 'hypothesis-3 is accepted' and concluded that there is no significant difference between the marital status of the respondents and their self-motivation in the study area.

Hypothesis-4

There is no significant difference between the marital status of the respondents and their interpersonal relationship in the study area

Table-5 T-test showing the Differences between the marital status of the respondents and their interpersonal relationship

Dimension of Emotional Intelligence		Levene's Test for Equality of Variances		t-test for Equality of Means		
		F	Sig.	t	df	Sig. (2-tailed)
Intrapersonal Relationship	Equal variances assumed	0.229	.633	-1.521	404	.129
	Equal variances not assumed			-1.576	162.281	.117

Table-5.a Group Statistics between marital status and Interpersonal Relationship of the respondents

Dimension of Emotional Intelligence		N	Mean	Std. Deviation	Std. Error Mean
Interpersonal Relationship	Married	312	4.1542	.27191	.01539
	Unmarried	94	4.2021	.25441	.02624

Table-5 and 5.a shows the mean score value M=4.2021 and SD ± 0.25441. The tables further shows that unmarried respondents in the study area strongly responds to interpersonal relationship of EI when compared to the least mean score value M=4.1542 and SD ± 0.27191 of married respondents. F value of combined group is 0.229 with a calculated probability of 0.633 and t value of the same is -1.521 with a calculated probability is 0.129 >0.05.It shows there is no such differences

between marital status and interpersonal relationship of the respondents. Hence hypothesis-4 is 'accepted' and concluded that there is no significant difference between the marital status of the respondents and their interpersonal relationship in the study area.

Hypothesis-5

There is no significant difference between the marital status of the respondents and their decision making in the study area

Table-6 T-test showing the Differences between the marital status of the respondents and their decision making

Dimension of Emotional Intelligence		Levene's Test for Equality of Variances		t-test for Equality of Means		
		F	Sig.	t	df	Sig. (2-tailed)
Decision Making	Equal variances assumed	2.505	.114	-1.433	404	.153
	Equal variances not assumed			-1.487	162.621	.139

Table-6.a Group Statistics between marital status and Decision Making of the respondents

Dimension of Emotional Intelligence		N	Mean	Std. Deviation	Std. Error Mean
Decision Making	Married	312	4.0499	.34757	.01968
	Unmarried	94	4.1076	.32443	.03346

Table-6 and 6.a shows the mean score value M=4.1076 and SD ± 0.32443. The tables further shows that unmarried respondents in the study area strongly responds to decision making of EI when compared to the least mean score value M=4.0499 and SD ± 0.34757of married respondents. F value of combined group is 2.505 with a calculated probability of 0.114 and t value of the same is -1.433 with a calculated probability is 0.153 >0.05.It shows there is no such differences between marital status and decision making of the respondents. Hence, 'hypothesis-5 is accepted' and concluded that there is no significant difference between the marital status of the respondents and their decision making in the study area.

Hypothesis-6

There is no significant difference between the marital status of the respondents and their stress management in the study area

Table-7 T-test showing the Differences between the marital status of the respondents and their Stress Management

Dimension of Emotional Intelligence		Levene's Test for Equality of Variances		t-test for Equality of Means		
		F	Sig.	t	df	Sig. (2-tailed)
Stress Management	Equal variances assumed	0.001	.981	-1.569	404	.117
	Equal variances not assumed			-1.553	150.900	.123

Table-7.a Group Statistics between marital status and Stress Management of the respondents

Dimension of Emotional Intelligence		N	Mean	Std. Deviation	Std. Error Mean
Stress Management	Married	312	4.0877	.34429	.01949
	Unmarried	94	4.1516	.35111	.03621

Table-7 and 7.a shows the mean score value M=4.1516 and SD ± 0.35111. The above tables further show that unmarried respondents in the study area strongly responds to stress management of EI when compared to the least mean score value M=4.0877 and SD ± 0.34429 married respondents. F value of combined group is 0.001 with a calculated probability of   0.981 and t value of the same is -1.569 with a calculated probability is 0.117 >0.05. It shows there are no such differences between marital status and stress management of the respondents. Hence, 'hypothesis-6 is accepted' and concluded that there is no significant difference between the marital status of the respondents and their stress management in the study area.

Table-8 Cluster Distribution of Emotional Intelligence of Marital Status of Employees

Variables			Emotional Intelligence Segments			Total
			(1) High	(2) Moderate	(3) Low	
Marital Status	Married	Count (No. of cases)	111	171	30	312
		% within Emotional Intelligence Segments	74.5%	77.4%	83.3%	76.8%
	Unmarried	Count (No. of cases)	38	50	6	94
		% within Emotional Intelligence Segments	25.5%	22.6%	16.7%	23.2%
Total		**Count** (Total No. of cases)	**149**	**221**	**36**	**406**
		% within Emotional Intelligence Segments	100.0%	100.0%	100.0%	100.0%

In the first variable 'married' is calculated with 111 cases which are assigned to the 1st cluster, 171 cases are assigned to 2nd cluster and 30 cases are assigned to 3rd cluster. Here the largest case value implies that the particular cluster are different from other 2, relatively the cases with least values implies that there may be no difference between other clusters. In the second variable 'unmarried' is calculated with 38 cases are assigned to 1st cluster, 50 cases are assigned to 2nd cluster and 6 cases are assigned to 3rd cluster. In the second variable there is no such biggest mismatch among the cases, but when compare with both the variables married respondents shows a better response about EI than their counter part unmarried respondents. In the present study, when comparing the three cluster values first 2 clusters are not showing any biggest mismatch but the 3rd cluster with least value isolated from the first 2 clusters. The overall EI segments shows that, 221 cases of both the variable married and unmarried allotted to 2nd cluster and 149 cases allotted to 1st cluster. This is caused by the collective strong response of the respondents in the study area about their EI level. Here the first 2 clusters are assigned with the responses 'agree' and 'strongly agree'. Hence, it is concluded that married respondents in DCBL are emotionally intelligent than unmarried respondents in the study area. The study also shows that maximum numbers of respondents who positively responded the research questionnaire are married; further it is also clear that the employees of DCBL are emotionally intelligent at workplace

VII. RESEARCH FINDINGS AND CONCLUSION

The study found that a maximum number of the respondents in the study area are married than the unmarried respondents. The hypotheses related findings show that the highest mean score value M = 4.2301 ± 0.33315 of unmarried respondents is strongly responding to the emotional intelligence than lest mean score value M = 4.0499 ± 0.34757 of unmarried respondents. Hence, the married respondents are having more responsibilities in

their professional and personable life. They may develop their EI for their welfare and organizational benefit. Based on the cluster distribution, maximum number of cases assigned to the category of 'agree' and 'strongly agree' and only very least number of cases is allotted to other category like, neutral, disagree and strongly disagree.

The EI segments shows that, 221 cases of both the variable married and unmarried allotted to 2nd cluster and 149 cases allotted to 1st cluster. Remaining 36 cases are allotted to 3rd cluster. Among the clusters there is no mismatch between the first two cluster so we can consider them both as whole, this is due to maximum numbers of respondents, who positively responded the research questionnaire are married; hence it is also clear that the employees of DCBL are emotionally intelligent at workplace.

Finally the study concluded that, there are no significant differences between the marital status of the employees of DCBL and their self-awareness, self-management, self-motivation, interpersonal relationship, decision making and stress management.

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